



Announcement No. 2/2019
Policy on Director Qualifications and Nomination

The Board of Directors should be composed of Directors who have all qualifications prescribed by the law and should consist of a diverse range of education, experience beneficial to the Company, without any discrimination of gender, age, ethnicity, and nationality, in order to achieve its objectives and goals.

Director nomination

The Board of Directors has assigned the Nomination and Remuneration Committee with the task of nominating qualified candidates for directorship to replace Directors retiring by rotation or under other circumstances to the Board of Directors and/or the meeting of shareholders for appointment. The Nomination and Remuneration Committee should take into account the following factors.

1. Integrity and accountability;
2. (Delete "proven") Competency in financial, commercial or industrial matters and skills/capacity to provide strategic insight and direction;
3. (Delete "proven") Experience in corporate management;
4. Good interpersonal and communication skills;
5. Maturity and the ability to express independent opinion;
6. Ability to make informed decisions;
7. No conflict of interest or prohibited characteristics as specified in the Public Limited Company Act B.E. 2535;



8. Independent directors shall possess the qualifications as specified in the Securities and Exchange Commission's guidelines and the Company's definition of Independent Director;
9. Other qualifications as the Nomination and Remuneration Committee deems appropriate.

Directors may hold directorships in no more than five listed companies but such holdings shall not adversely affect their work as Directors of the Company.

Required knowledge and expertise of the Board of Directors

The Nomination and Remuneration Committee should prescribe a set of knowledge and expertise requirements for the Board of Directors and formulate a Board Skill Matrix to help inform the selection and nomination of qualified candidates such as:

- Strategic planning;
- Industry knowledge;
- Accounting and finance;
- International marketing;
- Organization and human resources management;
- Risk management.

At least one of the non-executive directors should be experienced and competent in the company's main industry.

Therefore, the effective date is 15 January 2019

A handwritten signature in blue ink, appearing to read "L - Supsakorn".

(Ms. Laksana Supsakorn)

Chairman of the Board